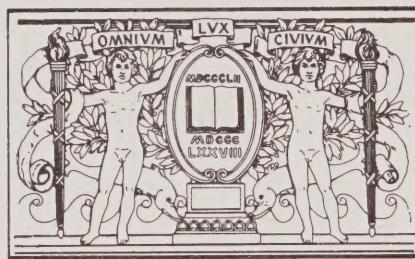


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Indicators of Minority Participation

In Boston's Growing Economy

**DRAFT**  
For  
Discussion Purposes Only

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## INDICATORS OF MINORITY PARTICIPATION

### IN BOSTON'S GROWING ECONOMY

#### I. Economic Performance 1980-1985

During the first half of the 1980's, Boston was in the midst of a sustained period of growth that began in 1976. Employment in the City increased by 33,000 from 1980 to 1985, and unemployment rates fell to the lowest levels since the 1960's. Personal income in Suffolk County increased 43 percent from 1980 to 1984, or 14 percent in inflation-adjusted dollars. Per capita personal income in Suffolk County grew at a rate greater than that for the nation, reversing the trend of the early 1970's. By 1984, Suffolk County's per capita income rose to 2 percent above the national average after being as low as 5 percent below the national average in 1975. Average annual wages were higher in Boston than in the Metropolitan Area and the state in each of the years of the 1980 to 1984 period.

Private development investment since 1975 added over 15 million square feet to the physical inventory of the City, or five times the amount built in the previous 35 years. The ten-year period brought a record amount of new office space, substantial increases in the number of hotel rooms and expansion of medical and educational facilities. In addition, more construction was completed in 1984, measured in dollars of constant value, than in any other year to



date. Private investment scheduled for completion from 1986 through 1989 totals over \$3 billion.

This outstanding economic performance fails to hide a paradox. By several measures, the minority population of Boston was no better off in 1985 than in 1980. Persistent underemployment and poverty and a mismatch between the skills and experience of the minority labor force and the types of jobs that are growing fastest in Boston's transformed economy were evident in 1985.

## II. Indicators of Minority Participation

### A. Labor Force Participation and Employment

In 1980, the percent of persons 16 years of age and older who were working or looking for work did not vary significantly by race. As shown in Table 1, labor force participation rates ranged from 60 percent for whites to 59 percent for minorities. Blacks had a 59 percent rate at the time. Participation rates for females in 1980 were the same for whites and minorities at 53 percent, see Table 1. However, among males, a slight disparity was evident: participation rates for Black and other non-white males were 66 and 67 percent, respectively, compared to 69 percent for white males.

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Table 1

Labor Force Status of Persons 16 Years and Older  
By Sex, By Race, City of Boston, 1980

	<u>Total</u>	<u>White</u>	<u>Non-White</u>	<u>Black</u>
All Persons 16+	459,249	343,139	116,110	88,525
Labor Force	275,571	207,516	68,055	52,337
Employed	256,047	194,636	61,411	47,168
Unemployed	16,747	10,677	6,070	4,771
 Labor Force Participation (%)	60.0	60.4	58.6	59.1
Unemployment Rate (%)	7.1	5.2	9.0	9.1
 Males 16+	212,372	159,737	52,635	39,286
Labor Force	145,508	110,532	34,976	26,102
Employed	132,612	101,601	31,011	22,940
Unemployed	10,207	6,759	3,448	2,723
 Labor Force Participation (%)	68.5	69.2	66.5	66.4
Unemployment Rates (%)	7.1	6.2	10.0	10.4
 Females 16+	246,877	183,402	63,475	49,239
Labor Force	130,063	96,984	33,079	26,325
Employed	123,435	93,035	30,400	24,228
Unemployed	6,540	3,918	2,622	2,048
 Labor Force Participation (%)	52.7	52.9	52.1	53.5
Unemployment Rate (%)	5.0	4.0	7.9	7.8

Source: U.S. Bureau of the Census, 1980.



By 1985, the labor force participation rate for white persons 16 years of age and older increased to 66 percent, but minorities continued to participate in work and job seeking at about the same rate as in 1980: 57 to 62 percent, see Table 2. The disparity in participation rates in 1985 was more pronounced among males--74 percent for whites, 66 percent for Blacks and 62 percent for Asians--than among females--59, 58 and 52 percent for whites, Blacks and Asians, respectively.

In 1985, the Boston Metropolitan Area's average annual unemployment rate, 3.4 percent, was its lowest rate since the 1960's. The City of Boston's unemployment rate was down to 4.6 percent in 1985 after being 6.1 percent in 1980 and as high as 9.1 percent in 1983, see Table 3. Comparing 1985 to 1980, the unemployment rate for whites in Boston dropped from 5 percent to 3 percent, see Tables 1 and 2. For white males, the rates were 6 percent and 4 percent in 1980 and 1985, respectively. The rates for white females were 4 and 2 percent for the same years, respectively. In contrast, the unemployment rate for Blacks in Boston was higher in 1985, 10 percent, than in 1980, 9 percent. For Black males, the unemployment rate increased from 10 percent to 14 percent. The rates for Black females and other minorities did not improve over the period, either.

#### B. Income and Poverty

Data on personal or household income by race for Boston for 1985 are not yet available. However, poverty status of



Table 2

LABOR FORCE PARTICIPATION BY SEX BY RACE, 1985

	MALE		FEMALE		TOTAL	
	Partici- pation	Unemploy- ment	Partici- pation	Unemploy- ment	Partici- pation	Unemploy- ment
White	74	4	59	2	66	3
Black	66	14	58	7	62	10
Asian	62	7	52	3	57	5
Hispanic/ Other	70	8	52	4	60	6
TOTAL	72	6	64	3	64	5

Based on 2,642 observations (weighted).

Source: Boston Redevelopment Authority and Neighborhood Development  
and Employment Agency Household Survey, conducted by the  
Center for Survey Research, 1985. AH/jun86

hhlf/a38g62



Table 3

Unemployment Rates for Boston, and  
Comparisons with the Metro Area, State, Region and USA  
Selected Years, 1970 to 1985  
and Latest Monthly Data \*

(in Percent)

Year	Boston City	Boston Metro Area	Massachusetts	New England	United States
1970	4.9	4.0	4.6	4.9	4.9
1975	12.8	10.5	11.2	10.3	8.5
1977	9.5	7.8	8.1	7.6	7.0
1979	6.5	5.2	5.5	5.4	5.8
1980	6.1	5.0	5.6	5.9	7.1
1981	7.0	5.7	6.3	6.3	7.6
1982	9.1	6.7	7.9	7.8	9.7
1983	7.8	5.8	6.9	6.8	9.6
1984	5.5	4.1	4.8	4.9	7.1
1985	4.6	3.4	3.9	4.4	7.2
June 1985	4.7	3.4	3.9	4.4	7.5
June 1986	4.4	3.3	3.7	3.8	7.3

\* Monthly data are not seasonally adjusted.

Sources: U.S. Bureau of Labor Statistics; Massachusetts  
Division of Employment Security.

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persons by race indicate that the rate of poverty increased for minorities in Boston from 1979 to 1984. As shown on Table 4, 29 percent of Black persons in Boston were in poverty in 1979 and 1984. The rate for Hispanic persons in the City rose from 42 percent in 1979 to 50 percent in 1984. The rate for white persons was 16 percent in 1979 and 13 percent five years later.

#### C. Under-representation of Minorities in Employment

Blacks, Asians and other minorities were under-represented in some of the better-paying, faster-growing occupations in the Boston area in 1985. Minorities were over-represented in occupations that have experienced below-average growth.

Data for the Boston Metropolitan Area best reflect the job market that Boston residents faced during 1980-1985. Tables 5 and 6 present historic and projected employment by occupation in the Boston Metropolitan Area; Tables 7 and 8 show average weekly earnings for selected occupations.

A comparison of the occupational profile of Boston resident workers, aged 16 and older, Table 9, to the occupational projections for the Boston area, Table 10, indicates that Blacks and other minorities were under-represented in 1985 in the professional/technical/managerial category in which 37 percent of the job growth from 1985-1990 will occur. In



Table 4

POVERTY STATUS OF FAMILIES, UNRELATED INDIVIDUALS,  
AND PERSONS BY RACE AND HISPANIC ORIGIN IN  
BOSTON AND THE UNITED STATES

	PROPORTION IN POVERTY			
	1984		1979	
	<u>Boston</u>	<u>U.S.</u>	<u>Boston</u>	<u>U.S.</u>
<b>Families</b>	22	12	17	9
<b>Unrelated Individuals</b>	17	22	26	22
<b>Persons</b>	21	14	20	12
White	13	12	16	9
Black	29	34	29	31
Asian	40	-	-	-
Hispanic	50	28	42	22

Based on 2,818 observations (weighted).

Source: 1980, 1985 Boston Redevelopment and Neighborhood Development and Employment Agency, conducted by Center for Survey Research; U.S. Bureau of the Census Current Population Reports, Consumer Income, "Money Income and, Poverty Status of Families and Persons in the United States: 1984," P-60, No. 149.



Table 5

NUMBER OF EMPLOYEES BY MAJOR OCCUPATION  
BOSTON METRO AREA\* 1975-1990

OCCUPATION	1975	1978	1983	1984	1985	1990
TOTAL--ALL OCCUPATIONS	1,599,540	1,731,116	1,894,319	1,960,134	2,018,086	2,276,745
PROFESSIONAL/TECHNICAL	282,020	312,799	353,540	366,857	379,098	448,284
MANAGERS/OFFICIALS	131,276	143,281	164,108	170,237	176,415	203,783
SALES WORKERS	105,747	109,772	120,385	124,391	127,964	140,633
CLERICAL WORKERS	344,568	368,163	409,596	422,594	434,153	483,483
CRAFT & RELATED WORKERS	162,316	170,595	180,800	191,477	197,539	221,404
OPERATIVES	214,597	234,653	233,684	245,255	252,356	273,342
SERVICE WORKERS	264,324	293,189	330,492	333,988	342,735	386,075
LABORERS EXCEPT FARM	88,463	92,152	95,072	98,840	101,424	111,506
FARMERS/FARM WORKERS	6,228	6,511	6,641	6,493	6,402	6,254

\* ESSEX, MIDDLESEX, NORFOLK, PLYMOUTH AND SUFFOLK COUNTIES.

SOURCE: BOSTON REDEVELOPMENT AUTHORITY RESEARCH DEPARTMENT; REGIONAL ECONOMIC MODELS, INC.  
OCTOBER 2, 1985.



Table 6

SELECTED OCCUPATIONS IN WHICH EMPLOYMENT IS LIKELY TO INCREASE BY  
MORE THAN 2,000 IN THE BOSTON METRO AREA,  
1985-1990, IN DESCENDING ORDER

	<u>1985-1990 Change in Employment</u>	<u>Average Annual Change</u>
1. Building custodians	9,257	1,851
2. Medical workers except technicians	8,608	1,722
3. Secretaries	7,773	1,555
4. General clerks, office	6,618	1,324
5. Assembler occupations	5,791	1,158
6. Cashiers	5,636	1,127
7. Construction craft workers	5,218	1,044
8. Sales clerks	5,210	1,042
9. Chefs & cooks	3,695	739
10. Waiters & waitresses	3,529	706
11. Kitchen helpers	2,839	568
12. Electric & electronic technicians	2,696	539
13. Office machine operators	2,676	535
14. Machine tool operators	2,563	513
15. Automotive mechanics	2,355	471
16. All other sales workers	2,337	467
17. Typists	2,332	466
18. Health technicians & technologists	2,294	459
19. Computer programmers	2,290	458
20. Store managers	2,224	445
21. Metalworking crafts	2,082	416
22. Bus drivers	2,062	412
23. Computer systems analysts	2,028	406
Subtotal	92,113	18,423
Total Change, All Occupations	258,659	51,732
Selected Occupations, Percent of Total Change	35.6	35.6

Source: BRA Research Department; Regional Economic Models, Inc.



Table 7

MEAN WEEKLY EARNINGS FOR SELECTED OCCUPATIONS  
BOSTON AREA, AUGUST 1984

<u>SELECTED OCCUPATIONS</u>	<u>AUGUST 1984 MEAN WEEKLY EARNINGS (DOLLARS)</u>
<u>Professional, Technical</u>	
Drafters	\$418.00
Electrical and Electronic Technicians	464.50
Nurses, Registered	436.50
Computer Programmers	449.50
Computer Systems Analysts	589.00
<u>Manager, Officials</u>	---
<u>Sales Workers</u>	---
<u>Clerical Workers</u>	
Accounting Clerks	263.00
File Clerks	205.00
Messengers	198.00
Computer Operators	316.50
Data Entry Operators	261.50
Peripheral EDP Equipment Operators	245.50
Order Clerks	254.50
Payroll and Timekeeping Clerks	291.00
Receptionists	256.00
Secretaries	344.00
Stenographers	329.00
Typists	237.00
Switchboard Operators	242.00



Table 8

AVERAGE WEEKLY\* WAGES FOR JOB OPENINGS FILLED BY MAJOR OCCUPATIONS,  
BOSTON METRO AREA,  
January 1 to August 31, 1985

<u>Occupation</u>	<u>Number of Jobs Filled</u>	<u>Average Weekly Wage</u>
All Occupations	5,267	183.20
Professional, Technical, Managerial	255	358.80
Clerical	1,435	167.60
Sales	420	149.60
Domestic Services	169	156.40
Other Services	1,133	160.80
Farming, Fishing, Forestry	276	150.80
Data Processing	93	216.00
Machine Trades	80	224.40
Bench Work	138	215.60
Structural	227	252.00
Motor Freight, Transportation	123	222.00
Packaging, Material Handling	891	179.60
Other	27	208.40

\* Assuming a 40-hour week.

Source: Massachusetts Division of Employment Security.



**Table 9**

OCCUPATION OF EMPLOYED BOSTON RESIDENTS, 16 YEARS AND OVER, BY RACE,  
1980 AND 1985

IN PERCENT

	White		Black		Asian		Hispanic/		All Races	
	1980	1985	1980	1985	1980	1985	1980	1985	1980	1985
Professional, Technical Managerial	88	80	8	12	2	5	2	4	100	100
Sales	80	82	13	14	2	4	*	3	100	100
Clerical, Secretarial	77	70	18	20	2	2	2	8	100	100
Crafts, Mechanical	73	68	25	23	2	4	1	6	100	100
Operatives	58	50	28	34	5	6	6	10	100	100
Laborers	70	76	17	19	*	*	10	5	100	100
Service Workers	61	46	22	34	6	9	9	10	100	100
TOTAL	75	68	17	21	3	5	5	6	100	100

NOTES: \* Indicates less than 0.5 percent.

Operatives includes transportation operatives.

1980 data based on 1,309 observations (weighted).

1985 data based on 1,821 observations (weighted).

Sources: Boston Redevelopment Authority Household Survey, conducted by the Center for Survey Research, 1980.

Boston Redevelopment Authority and Neighborhood Development and Employment Agency Household Survey, conducted by the Center for Survey Research, 1985.



Table 10

AVERAGE ANNUAL CHANGE IN NUMBER OF EMPLOYEES BY MAJOR OCCUPATION  
BOSTON METRO AREA\* 1975-1990

OCCUPATION	1975-78	1978-83	1983-84	1984-85	1985-90
TOTAL--ALL OCCUPATIONS	43,859	32,641	65,815	57,952	51,732
PROFESSIONAL/TECHNICAL	10,260	8,148	13,317	12,241	13,837
MANAGERS/OFFICIALS	4,002	4,165	6,129	6,178	5,474
SALES WORKERS	1,342	2,123	4,006	3,573	2,534
CLERICAL WORKERS	7,865	8,287	12,998	11,559	9,866
CRAFT & RELATED WORKERS	2,760	2,041	10,677	6,062	4,773
OPERATIVES	6,685	-	11,571	7,101	4,197
SERVICE WORKERS	9,622	7,461	3,496	8,747	9,068
LABORERS EXCEPT FARM	1,230	584	3,768	2,584	2,016
FARMERS/FARM WORKERS	94	26	-	148	-
				91	-
					34

\* ESSEX, MIDDLESEX, NORFOLK, PLYMOUTH AND SUFFOLK COUNTIES.

SOURCE: BOSTON REDEVELOPMENT AUTHORITY RESEARCH DEPARTMENT; REGIONAL ECONOMIC MODELS, INC.  
OCTOBER 2, 1985.



that category in 1985, Blacks held 12 percent of the jobs held by Boston residents and all minorities held 20 percent. As a standard, Blacks held 21 percent of all resident jobs and all minorities held 32 percent.

Equitable representation of minorities was evident in the occupational categories that have inferior growth prospects or had relatively low weekly pay. Blacks held 23 percent and 34 percent of the crafts/mechanical and operatives jobs held by Boston residents, but those are two of the slower-growing occupational categories; together they will account for 17 percent of the job growth in the Boston area. Another 37 percent of the job growth will occur in clerical and service jobs. Blacks held 20 percent and 34 percent of the resident jobs in those categories, respectively, in 1985. Other minorities, except Asian, showed a similar propensity to hold secretarial and service jobs. However, these two, along with sales, are the lowest paying occupational categories, see Table 7.

Professional/technical/managerial, crafts/mechanical and operatives occupations had the highest mean weekly earnings in the Boston area in 1984. Unfortunately, the latter two categories were concentrated in construction and manufacturing industries.

Growth in manufacturing employment 1985-1990 will be relatively modest in the Boston area, see Table 11. In the City of Boston, manufacturing is likely to continue its long



Table 11

CHANGE AND PERCENT CHANGE IN NUMBER OF EMPLOYEES 1985-1990  
BY MAJOR AND SELECTED DETAILED INDUSTRY IN THE BOSTON METRO AREA

INDUSTRY	NUMBER OF EMPLOYEES		CHANGE IN EMPLOYMENT 1985-90	
	1985	1990	NUMBER	PERCENT
-----	-----	-----	-----	-----
TOTAL WAGE & SALARY EMPLOYMENT	2,048,034	2,307,995	259,961	12.7
CONSTRUCTION	61,842	72,187	10,345	16.7
MANUFACTURING	439,086	486,597	47,511	10.8
FABRICATED METAL PRODUCTS	28,577	32,634	4,057	14.2
NON-ELECTRICAL MACHINERY	68,852	81,801	12,949	18.8
ELECTRICAL & ELECTRONIC EQUIP.	105,580	114,847	9,267	8.8
TRANSPORTATION EQUIP.	34,226	39,387	5,161	15.1
INSTRUMENTS	52,821	66,113	13,292	25.2
FOOD PROCESSING	16,922	15,774	- 1,148	- 6.8
TEXTILES	7,892	7,189	- 703	- 8.9
APPAREL	16,391	15,915	- 476	- 2.9
PAPER	12,245	11,869	- 376	- 3.1
PRINTING & PUBLISHING	32,407	33,164	757	2.3
CHEMICALS	10,886	10,884	- 2	- 0.0
RUBBER	15,618	18,904	3,286	21.0
TRANSPORTATION/PUBLIC UTILITIES	93,018	99,607	6,589	7.1
TRUCKING	18,367	19,963	1,596	8.7
LOCAL/INTERURBAN TRANSIT	8,948	9,610	662	7.4
AIR TRANSPORTATION	10,212	11,299	1,087	10.6
COMMUNICATION	31,532	33,463	1,931	6.1
PUBLIC UTILITIES	11,743	12,017	274	2.3
WHOLESALE TRADE	106,615	107,153	538	0.5
RETAIL TRADE	329,333	363,779	34,446	10.5
EATING & DRINKING PLACES	105,423	114,320	8,897	8.4
FINANCE/INSURANCE/REAL ESTATE	141,305	156,713	15,408	10.9
BANKING	43,724	46,823	3,099	7.1
INSURANCE	55,435	61,551	6,116	11.0
CREDIT & FINANCE	18,062	21,821	3,759	20.8
REAL ESTATE	24,083	26,518	2,435	10.1
SERVICES	578,495	711,333	132,838	23.0
HOTELS	28,603	34,193	5,590	19.5
PERSONAL SERVICE & REPAIR	25,770	28,198	2,428	9.4
PRIVATE HOUSEHOLD	16,215	16,145	- 70	- 0.4
AUTO REPAIR/SERVICE	11,186	12,654	1,468	13.1
BUSINESS SERVICES	96,463	120,375	23,912	24.8
AMUSEMENT & RECREATION	12,388	14,545	2,157	17.4
MEDICAL SERVICES	162,799	191,176	28,377	17.4
MISC. PROFESSIONAL SERVICES	52,377	64,210	11,833	22.6
EDUCATIONAL SERVICES	123,711	171,828	48,117	38.9
NON-PROFIT ORGANIZATIONS	46,677	55,344	8,667	18.6
GOVERNMENT	288,015	300,275	12,260	4.3
STATE & LOCAL	199,087	207,365	8,278	4.2
FEDERAL CIVILIAN	58,980	61,661	2,681	4.5
FEDERAL MILITARY	29,948	31,250	1,302	4.3

SOURCE: BOSTON REDEVELOPMENT AUTHORITY, RESEARCH DEPARTMENT; REGIONAL ECONOMIC MODELS, INC.  
OCTOBER 2, 1985



decline, see Table 12. Although construction will be one of

the faster-growing sectors in the Boston area, Blacks and Asians held disproportionately small shares of construction jobs held by Boston residents in 1985, see Table 13. In fact, only 11 percent of the resident construction jobs were held by Blacks, less than one percent by Asians and merely 17 percent by all minorities combined. Only business and repair services, one of the fastest-growing industry types, had as disproportionate a distribution of employment by race among Boston residents. Referring to Table 13, Boston resident minorities were best represented in health, educational and social services, miscellaneous services, transportation, communication and public utilities and government. The latter two categories had above-average wage rates in 1985, but the services were well below the Boston area's average wage rate, see Table 14. See "The Job Outlook in the Boston Area for Selected Occupations, 1985-1990," B.R.A. Research Department, January 1986.

More specific to development projects in Boston, the occupational profiles of alternative developments on Parcel 18 in Roxbury indicate that the occupational profile of Blacks and other minorities, Table 15, do not match the occupations that are going into new office space. Whereas employment in the Parcel 18 alternatives ranged from 37 to 41 percent professional/technical/managerial and secretarial/office support ranged from 56 to 60 percent of



Table 12

EMPLOYMENT IN THE CITY OF BOSTON BY INDUSTRY  
1976, 1985 AND PROJECTIONS TO 1990, 1995 AND 2000

INDUSTRY	NUMBER OF EMPLOYEES				
	1976	1985	1990	1995	2000
Agri/Mining	1,037	1,277	1,290	1,295	1,300
Construction	14,661	13,654	14,473	15,052	15,353
Manufacturing	53,775	42,535	41,684	40,976	40,320
Transportation/P.U.	34,784	36,588	37,320	38,962	40,520
Wholesale Trade	31,242	25,799	26,005	26,135	26,240
Retail Trade	57,905	63,658	67,477	70,422	72,727
Finance/Ins./Real Est.	64,677	85,106	95,319	101,991	108,110
Banking	13,952	22,791	24,614	26,214	27,839
Other Credit & Securities	7,227	13,272	16,457	19,255	21,007
Insurance	35,755	33,654	37,019	38,426	39,556
Real Estate & Other Investment	7,062	14,225	15,790	16,974	18,196
Services	168,316	225,853	266,678	301,845	336,109
Hotel	4,905	10,246	11,249	12,070	12,855
Medical	56,654	65,855	75,681	83,313	88,312
Educational	23,495	27,696	29,912	30,803	31,903
Cultural	5,060	6,274	6,999	7,283	7,611
Social/Nonprofit	18,160	20,471	24,060	25,660	27,456
Business	30,381	47,183	60,158	73,754	87,841
Professional	22,397	36,317	45,033	53,882	63,543
Personal & Repair	7,264	11,811	13,586	15,080	16,588
Government	84,773	99,168	102,143	104,186	105,436
Total Employment	511,170	593,638	652,389	700,864	746,115

Sources: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Information System, 1976-1984, Projections 1983-1995;  
Bureau of the Census, County Business Patterns 1976-1984.  
National Planning Association, Projections 1985-2000.  
Massachusetts Division of Employment Security, ES-202 Series 1980-1985,  
Massachusetts Industrial Employment Projected Changes 1984-1995, May 1986.  
Regional Economic Models, Inc., Boston Regional Model, 1976-1995.

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Table 13

INDUSTRY OF EMPLOYED BOSTON RESIDENTS, 16 YEARS AND OVER,  
BY RACE, 1985

IN PERCENT

	White	Black	Asian	Hispanic/ Other	TOTAL
Construction	83	11	*	8	100
Manufacturing	61	27	5	8	100
Transportation/ Public Utilities	66	31	2	1	100
Trade	71	14	10	6	100
F.I.R.E.	76	17	2	6	100
Business & Repair Services	84	11	4	1	100
Professional & Social Services	61	26	6	8	100
Entertainment	70	20	*	11	100
Miscellaneous Services	56	21	13	9	100
Government	66	25	2	7	100
Self-employment	79	14	2	5	100
TOTAL	68	21	5	6	100

\* Indicates less than 0.5 percent.

Rows may not sum exactly 100 percent due to double-counting of Hispanics.

Based on 1,848 observations (weighted).

Source: Boston Redevelopment Authority and Neighborhood Development and  
and Employment Agency Household Survey, conducted by the  
Center for Survey Research, 1985. AH/jul86 hhind/t47y92



Table 14

CHANGE AND PERCENT CHANGE IN ANNUAL WAGE RATES 1985-1990  
BY MAJOR AND SELECTED DETAILED INDUSTRY IN THE BOSTON METRO AREA

INDUSTRY	AVERAGE ANNUAL WAGE RATE		CHANGE IN WAGE RATE 1985-90	
	1985	1990	NUMBER	PERCENT
TOTAL WAGE & SALARY EMPLOYMENT	20,458	28,115	7,657	37.4
CONSTRUCTION	25,868	35,739	9,871	38.2
MANUFACTURING				
FABRICATED METAL PRODUCTS	24,646	33,948	9,302	37.7
NON-ELECTRICAL MACHINERY	28,018	39,059	11,041	39.4
ELECTRICAL & ELECTRONIC EQUIP.	27,238	38,236	10,998	40.4
TRANSPORTATION EQUIP.	33,248	46,977	13,729	41.3
INSTRUMENTS	27,882	38,552	10,670	38.3
FOOD PROCESSING	22,209	30,559	8,350	37.6
TEXTILES	20,026	27,200	7,174	35.8
APPAREL	13,693	18,551	4,858	35.5
PAPER	25,099	34,574	9,475	37.8
PRINTING & PUBLISHING	21,967	29,933	7,946	36.1
CHEMICALS	32,735	46,202	13,467	41.1
RUBBER	20,451	27,966	7,515	36.7
TRANSPORTATION/PUBLIC UTILITIES				
TRUCKING	24,219	32,531	8,312	34.3
LOCAL/INTERURBAN TRANSIT	13,364	17,983	4,619	34.6
AIR TRANSPORTATION	36,451	50,910	14,459	39.7
COMMUNICATION	34,581	49,106	14,525	42.0
PUBLIC UTILITIES	33,739	46,952	13,213	39.2
WHOLESALE TRADE	26,692	36,639	9,947	37.3
RETAIL TRADE	11,422	15,280	3,858	33.8
EATING & DRINKING PLACES	12,457	16,642	4,185	33.6
FINANCE/INSURANCE/REAL ESTATE				
BANKING	20,219	27,809	7,590	37.5
INSURANCE	24,491	33,769	9,278	37.9
CREDIT & FINANCE	31,523	43,834	12,311	39.1
REAL ESTATE	19,938	28,048	8,110	40.7
SERVICES				
HOTELS	12,224	16,796	4,572	37.4
PERSONAL SERVICE & REPAIR	14,182	19,175	4,993	35.2
PRIVATE HOUSEHOLD	7,920	10,440	2,520	31.8
AUTO REPAIR/SERVICE	16,667	22,711	6,044	36.3
BUSINESS SERVICES	20,219	28,029	7,810	38.6
AMUSEMENT & RECREATION	12,551	16,908	4,357	34.7
MEDICAL SERVICES	14,315	20,322	6,007	42.0
MISC. PROFESSIONAL SERVICES	30,980	43,302	12,322	39.8
EDUCATIONAL SERVICES	15,641	21,723	6,082	38.9
NON-PROFIT ORGANIZATIONS	10,571	14,100	3,529	33.4
GOVERNMENT				
STATE & LOCAL	21,721	29,506	7,785	35.8
FEDERAL CIVILIAN	20,951	28,221	7,270	34.7
FEDERAL MILITARY	11,687	16,832	5,145	44.0

SOURCE: BOSTON REDEVELOPMENT AUTHORITY, RESEARCH DEPARTMENT; REGIONAL ECONOMIC MODELS, INC.  
OCTOBER 2, 1985.



Table 15

PERCENT DISTRIBUTION OF OCCUPATIONS OF EMPLOYED BOSTON RESIDENTS,  
16 YEARS AND OVER, BY RACE, 1980 AND 1985

	White		Black		Asian		Other		All Races	
	1980	1985	1980	1985	1980	1985	1980	1985	1980	1985
Professional, Technical and Managerial	35	42	15	21	16	34	14	18	30	36
Sales	3	9	2	5	4	2	*	3	3	7
Clerical, Secretarial	27	20	27	20	20	10	13	26	26	20
Crafts, Mechanical	8	8	11	9	5	6	2	7	8	8
Operatives	8	7	17	16	16	11	16	16	10	9
Laborers	3	2	3	1	*	*	8	2	3	2
Service Workers	16	13	25	29	39	37	47	30	19	18
TOTAL	100	100	100	100	100	100	100	100	100	100

NOTES: "Operatives" includes transportation operatives.

\* Indicates less than 0.5 percent.

1980 data based on 1,309 observations (weighted).

1985 data based on 1,821 observations (weighted).

SOURCES: Boston Redevelopment Authority Household Survey, conducted by the Center for Survey Research, 1980.

Boston Redevelopment Authority and Neighborhood Development and Employment Agency Household Survey, conducted by the Center for Surhhocc/e40j76 Research, 1985. AH/15aug86 hhocc/e42j78



total, only 40 percent of working Black residents were in those occupational categories combined and 44 percent for Asians and other minorities. See "Profile of Employment by Occupation for Three Development Alternatives on Parcel 18, Roxbury," BRA Research Department, January 6, 1986.

Minorities were also under-represented among the self-employed, see Tables 16 and 17. As shown in Table 18, self-employment is less prevalent in most of the occupational categories in which minorities held a relatively large share of jobs held by Boston residents. Self-employment is also related to entrepreneurial activity. Significantly, the incidence of Black ownership of business enterprises in Boston is quite low.

Excerpts from an earlier draft report, "Black-owned Business Enterprises in the City of Boston and Black Labor Force," March 27, 1986, follow.

#### D. Minority Business Enterprises

According to the Census Bureau's 1982 Survey of Minority-Owned Business, Black-owned business enterprises in Boston numbered 1,214, but only 123, or 10 percent, of those had paid employees, see Table 19. Black-owned firms with paid employees accounted for only 0.8 percent of the total business establishments in Boston./1 That share was far below the Black population share of the city population, which was 22 percent in 1980 and 25 percent in 1985. Black-owned firms with paid employees tended to be small,



Table 16

INDUSTRY OF EMPLOYED BOSTON RESIDENTS, 16 YEARS AND OVER,  
BY RACE, 1985

IN PERCENT

	White	Black	Asian	Hispanic/ Other	TOTAL
Construction	83	11	*	8	100
Manufacturing	61	27	5	8	100
Transportation/ Public Utilities	66	31	2	1	100
Trade	71	14	10	6	100
F.I.R.E.	76	17	2	6	100
Business & Repair Services	84	11	4	1	100
Professional & Social Services	61	26	6	8	100
Entertainment	70	20	*	11	100
Miscellaneous Services	56	21	13	9	100
Government	66	25	2	7	100
Self-employment	79	14	2	5	100
TOTAL	68	21	5	6	100

\* Indicates less than 0.5 percent.

Rows may not sum exactly 100 percent due to double-counting of Hispanics.

Based on 1,848 observations (weighted).

Source: Boston Redevelopment Authority and Neighborhood Development and  
Employment Agency Household Survey, conducted by the  
Center for Survey Research, 1985. AH/jul86 hhind/t47y92



Table 17

SELF-EMPLOYMENT BY RACE FOR BOSTON RESIDENTS, 1985

IN PERCENT

Race	Work for Self	Work for Someone Else
White, Not Hispanic	8	92
Black	5	95
Asian	4	97
Other	10	90
Hispanic Origin	5	95
All Persons	7	93

Based on 1,879 weighted observations.

Source: B.R.A. and N.D.E.A. Household Survey,  
conducted by the Center for Survey Research, 1985.

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Table 18

OCCUPATIONS OF WORKERS LIVING IN BOSTON  
AGED 16 YEARS AND OLDER,  
BY INDUSTRY TYPE AND PLACE OF WORK, 1985

Occupation	Work for Self	Work for Someone Else
Professional/Technical/Managerial	11	89
Sales Workers	12	88
Clerical & Office Support	1	99
Crafts/Mechanical	11	89
Operatives	5	95
Cleaning & Food Services	2	98
Health Services	2	98
Miscellaneous Services	14	86
Laborers	3	97
All Occupations	7	93

Based on 1,871 weighted observations.

Source: Boston Redevelopment Authority and Neighborhood  
Development and Employment Agency Household Survey,  
conducted by the Center for Survey Research, 1985.

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Table 19

BLACK-OWNED BUSINESS FIRMS IN BOSTON, THE METRO AREA AND MASSACHUSETTS,  
BY INDUSTRY TYPE, 1982

Industry Type	City of Boston		Boston Metro Area		Massachusetts	
	All Firms	With Paid Employees	All Firms	With Paid Employees	All Firms	With Paid Employees
Construction	72	12	104	14	193	31
Manufacturing	14	6	25	11	49	15
Transportation/Pub. Utilities	59	5	78	6	116	8
Wholesale Trade	29	5	57	9	86	11
Retail Trade	206	26	332	40	585	57
Finance/Insurance/Real Estate	49	2	79	3	106	5
Selected Services *	629	62	1,089	93	1,569	132
Other Industries	2	-	9	1	26	7
Industry Not Classified	154	5	253	5	369	8
<b>TOTAL FIRMS</b>	<b>1,214</b>	<b>123</b>	<b>2,026</b>	<b>182</b>	<b>3,099</b>	<b>274</b>

\* Excludes membership organizations.

Source: Bureau of the Census, 1982 Survey of Minority-Owned Business Enterprises,  
Black, August 1985.



with six employees per firm compared to the city average of 24 employees per establishment./1

One-half of the Black-owned business enterprises were in services, including professional, business and personal services. Another quarter of the firms were in retail trade and construction, 17 percent and 6 percent, respectively. The composition of Black-owned firms with paid employees was similar, with a heavier emphasis on retail trade, 21 percent of total, and construction, 10 percent. Black-owned firms with paid employees were especially under-represented in finance/insurance/real estate, manufacturing, wholesale trade and transportation/communication.

The number of Black-owned enterprises increased by 50 percent from 1977 to 1982, but the number of Black-owned firms with paid employees decreased slightly, see Table 20. The Boston Metropolitan Area and the state showed the same trends from 1977 to 1982. The data indicate that self-employed Blacks were much more numerous, but Black-owned businesses with paid employees did not increase over the five-year period.

Boston's shares of Black-owned businesses in 1982 in the Metropolitan Area, 60 percent, and state, 39 percent,

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1 The Boston data were derived from County Business Patterns, 1982 and 1977. The comparison between Boston establishments with paid employees and Black-owned firms, which could have more than one establishment with paid employees, is reasonable due to the small average size of Black-owned firms and the likelihood that most, if not all, of the latter have only one workplace location.



were less than the City's shares of Black population in the Metropolitan Area, 79 percent, and the state, 57 percent. However, Boston proportional shares of Black-owned business were greater than the City's share of total employment in the Metropolitan Area, 37 percent, and the state, 20 percent.

Clearly, Blacks, as business owners, have not been lifted by the rising tide of economic activity in Boston. As of 1982, Black-owned enterprises had participated in Boston's services and retail trade sectors, but that involvement was minimal, and the experience since 1982 has probably been similar.

Contrary to prior schedules, the Bureau of the Census has not yet published reports on business ownership among Asians and Hispanics in Boston for 1982.

#### E. Minority Developers

A cursory review of developers of large commercial projects in Boston indicated that the Chinese Economic Development Corporation was the sole minority developer of that nature. In 1986, the Chinese E.D.C. completed renovation on the Boylston Building and opened the "China Trade Center": 36,000 square feet of retail space and 61,000



square feet of office space, most of which will be occupied by Chinese-oriented businesses.

Minority-owned businesses have played key roles in residential development and small commercial projects in neighborhood commercial districts. However, the bulk of development in Boston has been large office, hotel and retail projects carried out by white-owned businesses.









